

**GOVERNMENT OF ANDHRA PRADESH
ABSTRACT**

Collegiate Education – Adaption of fitment formula for State Pay Scales to UGC Pay Scales, 2006 for fixation of pay of the Lecturers working in Degree College drawing State Pay Scales of 2005/2010 and eligible to draw UGC Scales, 2006 – Orders – Issued.

HIGHER EDUCATION (CE) DEPARTMENT

G.O.MS.No. 2

Dated:25-03-2015

Read the following:-

- 1) From the General Secretary, GCGTA, A.P., Hyderabad representation dt.29-12-2010.
- 2) From the CCE, A.P., Hyd. Lr.No.144/UGC.PF.2/2011, dt.16-05-2011.
- 3) From the CCE, A.P., Hyd. Lr.No.174/UGC.PF.2/2012, dt.03-05-2012.
- 4) From the CCE, A.P., Hyd. Lr.No.144/UGC.PF.2/2011, dt.26-05-2012.
- 5) From the Secretary, APSCHE, Hyd. Lr.No.APSCHE/UM-777/UGCRPS-2006-Fitment-Table/2013, dt.10-07-2012.
- 6) From Hon'ble A.P.A.T. final orders dt.19-02-2013 in O.A.No. 7781/2011.
- 7) From the CCE, A.P., Hyd. Lr.No.144/UGC.PF.2/2011, dt.01-01-2014 & 24-09-2014.
- 8) From the General Secretary, GCGTA, A.P., Hyderabad representation dt.09-01-2015.
- 9) From Hon'ble APAT orders dt.28-01-2015 in C.A.No.2258/2013 in O.A.No.7781/2011.
- 10)From the CCE, A.P., Hyderabad, Lr.No.144/UGC.PF.3/2012, dt.20-03-2015.
- 11)From the Secretary, APSCHE, Hyd. Lr.No.APSCHE/UM-777/UGCRPS-2006-Fitment-Table/2015, dt.24-03-2015.

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ORDER:

In the reference 1st read above, the General Secretary, Govt. College Gazetted Teachers' Association, A.P., Hyderabad among other things, has stated that the UGC Pay Scales, 2006 is to be extended to the Junior Lecturers possessing NET/SLET/Ph.D as per UGC norms and are drawing State Pay Scales of 2010 and a new fitment formula is required to convert their State Pay Scales of 2010 to the UGC Pay Scales, 2006. Therefore, he has requested the Government to extend UGC Pay Scales, 2006 to the above category of Lecturers by evolving a new fitment formula for conversion of State Pay Scales, 2010 to UGC Pay Scales, 2006.

2. The Commissioner of Collegiate Education, A.P., Hyderabad, among others, has stated that the Government in G.O.Ms.No.14, Higher Education(UE-II)Department, dt.20-02-2010, have implemented the revised UGC Pay Scales, 2006 to the Lecturers working in Government / Aided Degree Colleges w.e.f. 01-01-2006 taking into consideration of NET / SLET / Ph.D as eligibility criteria. If the Lecturers, who were appointed by promotion from the cadre of Junior Lecturers and possess requisite qualification as per rules are eligible to draw UGC Pay Scales, 2006. Hence, a fitment formula is necessary for fixation of pay of the Lecturers who are eligible for UGC Scales from State Pay Scales of RPS, 2005 / 2010 to the UGC Pay Scales of 2006.

3. The Commissioner of Collegiate Education, A.P., Hyderabad has further stated that earlier the Government in G.O.Ms.No.124, Higher Education,(CE-I-I) Department, dt.22-07-2008 have ordered a fitment formula for fixation of pay of Lecturers drawing State Pay Scales, 2005 to UGC Pay Scales, 1996 to the Lecturers, who are eligible to draw UGC Pay Scales, 1996. Since UGC Pay Scales, 2006 have come into force w.e.f. 01-01-2006, two formulas are required for fixation of the pay of the eligible Lecturers in

UGC Pay Scales, 2006 i.e. (i) from State Pay Scales in respect of those, who have promoted as Lecturers after 01-01-2006 and drawing State Pay Scales, 2005 and (ii) from State Pay Scales, 2005 and from State Pay Scales, 2010 to UGC Pay Scales, 2006 in respect of those, who have promoted as Lecturers after 01-07-2008 (State RPS, 2010 has come into force w.e.f. 01-07-2008).

4. The Secretary, A.P.State Council of Higher Education, Hyderabad has stated that they have constituted a two Member Committee to examine the subject matter. The Committee, after detailed discussion, has evolved conversion formula and furnished the Government.

5. The Hon'ble A.P.Administrative Tribunal, in its final orders dt.19-02-2013 in O.A.No. 7781/2011, held as follows:-

“As the respondents are seized with the matter, the 1st respondent is directed to expedite the decision and take policy decision on merits and as per rules, preferably within a period of six months from the date of receipt of a copy of this order.”

6. In the reference 10th read above, the Commissioner of Collegiate Education, A.P., Hyderabad has furnished detailed proposal of fitment formula for conversion from Revised State Pay Scales , 2005 / 2010 to Revised UGC Pay Scales, 2006 along with financial implications involved in the matter.

7. In the Office Memorandum No.12/1/2009-Estt(Pay-I,) dt.28-08-2014, the Government of India, Ministry of Personnel, Public Grievances and Pension, Department of Personnel & Training, New Delhi issued certain guidelines for fixation of pay of State Government Employees on their appointment in Central Government, subsequent to implementation of CSS(RP) Rules, 2008.

8. In the reference 11th read above, the Secretary, A.P.State Council of Higher Education, Hyderabad has informed that the clause (b) and clause (c) of the Office Memorandum No.12/1/2009-Estt(Pay-I,) dt.28-08-2014 of Government of India is applicable in case of the Lecturers working in the Degree Colleges and drawing APSRPS 2005 and opting into UGCRPS 2006 and Lecturers working in the Degree Colleges and drawing APSRPS 2010 and opting into UGCRPS 2006 respectively. Accordingly, the AP State Council of Higher Education has furnished the following formula:

(I) Where the State Scale of Pay has not been revised after 01.01.2006 (Clause (c) of Office Memorandum No.12/1/2009-Estt(Pay-I) dt:28.08.2014, Govt. of India, Ministry of Personnel, Public Grievances and Pensions, Dept. of Personnel & Training)

Category (i) Lecturers working in the Degree Colleges drawing pay in APRPS 2005 and opting for conversion into UGC scale of pay of 2006.

Process of conversion :

1. Pay in the State scale of pay 2005 applicable on 01.01.2006
2. DA @ on the State scale of pay 2005 on 01-01-2006
3. Total (Sl.No.1 + Sl.No.2)
4. Fix the pay in UGC scale of pay at the stage equal or next above the pay of Sl.No.3.
5. Add Grade Pay in UGC scale of pay of 2006
6. DA at the percentage of UGC scale of pay on the date of conversion on Sl.No.4 + 5.
7. Total (Pay + grade pay) and DA in the UGC scale of pay (Sl.Nos.4 + 5 + 6)

(II) **Pay scale of State employees revised after 01.01.2006 (As per clause (b) of Office Memorandum No.12/1/2009-Estt(Pay-I) dt:28.08.2014, Govt. of India, Ministry of Personnel, Public Grievances and Pensions, Dept. of Personnel & Training)**

Category (ii) Lecturers working in the Degree Colleges and drawing pay in APRPS 2010 and opting for conversion into UGC Scale of pay of 2006

Process of conversion:

1. Basic pay in the RPS 2010 on the date of conversion
2. Basic pay in state scale of pay excluding DA, IR etc., (as per Govt. of India Office Memorandum)

Basic Pay in RPS 2010 (Sl.No.1) x 100

181.39

3. DA @ on State scale of pay on 01-01-2006
4. Total pay and DA in the State scale of pay (Sl.No.2 + Sl.No.3)
5. Fix the pay in the UGC scale of pay at the stage equal to Sl.No.4 or next above of Sl.No.4.
6. Add Grade Pay of the UGC scale of pay
7. Total Pay in UGC RPS 2006 (Sl.No.5 + Sl.No.6)
8. DA on Sl.No.7 in UGC Pay scales on the date of conversion
9. Total pay and DA in UGC pay scale (Sl.No.7 + Sl.No.8).

9. After careful examination of the matter and in order to comply the orders of Hon'ble A.P. Administrative Tribunal dt.19-02-2013 in O.A.No.7781/2011, the Government hereby order to implement the formula evolved at Para (8) above as per the clause (b) and clause (c) of the Office Memorandum No.12/1/2009-Estt(Pay-I), dt.28-08-2014 of Government of India, Ministry of Personnel, Public Grievances and Pension, Department of Personnel & Training, New Delhi in respect of the Lecturers working in the Degree Colleges and drawing APRPS 2005 and opting into UGCRPS 2006 and Lecturers working in the Degree Colleges and drawing APRPS 2010 and opting into UGCRPS 2006 respectively.

10. The Commissioner of Collegiate Education, A.P., Hyderabad, shall take further action in the matter accordingly.

11. This order issues with the concurrence of Finance(EBS.IV.HE) Department, vide their U.O.No.1536/87/EBS.IV.HE/2015, Dated:24-03-2015..

(BY ORDER AND IN THE NAME OF THE GOVERNOR OF ANDHRA PRADESH)

**SUMITA DAWRA
SECRETARY TO GOVERNMENT**

To

The Commissioner of Collegiate Education, A.P., Hyderabad.

The Secretary, A.P.State Council of Higher Education, Hyderabad

The General Secretary, GCGTA, A.P., Hyderabad.

Copy to:-

The Accountant General, A.P., Hyderabad.

The Director of treasures & Accounts, A.P., Hyderabad.

The Finance(EBS.IV.HE)Department.

SF/SCs.

// FORWARDED :: BY ORDER //

SECTION OFFICER